



*Is Your Workplace Healthy?*

# Workplace Health

Health & Wellness  
At Work - It Works !



Accredited  
Exercise Physiologist  
specialising in  
Musculoskeletal  
Rehabilitation

1300 20 20 27

# Health & Wellness At Work - It Works !

## Functional Training Perspectives Group & Corporate Health Assessments.

The following package will provide you with an outline of Functional Training Perspectives Group, and how we can assist the health of your employee's. Employee health and well-being is critical to the functioning of efficient business's and directly relates to absenteeism – productivity – employee management relations and the bottom line.

## Functional Training Perspectives Group

(FTPG) is a primary provider of workplace health assessment and management services. With extensive clinical experience through Medicare (the health management of at risk or high risk individuals) and WorkCover (Musculoskeletal Rehabilitation Specialisation) FTPG is positioned as the market leader, providing unique and innovative corporate health services.

Who better to analyse and assess the health of your workforce than a qualified Exercise Physiologist with specialist clinical training required to specifically focus on the health management of individuals. With 10 years of experience FTPG has been continuing to make positive contributions within the industry and – most importantly – people's lives.

Current partners in health promotion include but not limited to:

- *Toyota Motor Company Australia*
- *International SOS Australasia*
- *Allianz Workers Compensation*
- *Various WorkCover Agents*
- *Various Medical Centres across Melbourne including.*
  1. Wicklow Avenue Medical Centre
  2. Brice Avenue Medical Centre
  3. Clayton Road Doctors
  4. Swansea Road Clinic
  5. Eltham Medical Centre
  6. Ringwood Better Health
  7. Longevity Medical Centre
  8. Melbourne Therapy Centre
  9. Alsalam Medical Centre

At FTPG our dedication, work ethic, and a “do-more-not-less” attitude, can influence how quickly a person can improve their health, well-being and muscle strength. Please feel free to peruse the information provided in this package and we look forward to establishing future partnerships in improving the health of your employees. If you have any further questions regarding this please do not hesitate to contact me.





# Health & Wellness At Work - It Works !

## Contents.

About Functional Training Perspectives Group.....	4-5
Corporate Health Assessments .....	6
• Health essentials	
• Health Plus	
• Health Advantage	
• Executive Health Plus	
Evidence to Support the Efficacy of Corporate Health Promotion, Health Assessments & Management .....	7
Returns on Health Investment.....	8-10
Summarised Employee-Employer Benefits of a Comprehensive Health & Wellness Program.....	10
Health Education Seminars.....	11
• Spinal Care	
• Smoking Cessation	
• Diabetes	
• Physical Activity	
• Stress	
• Weight Management	
• Men's & Women's Health	
• Heart Health	
• Alcohol & Other Drugs	
• Nutrition	
• Work – Life Balance	
Health Expo's.....	12
Benefits of Functional Based Physical Activity & Exercise.....	13



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**About Functional Training Perspectives Group:** FTPG has an experienced team of qualified passionate allied health professionals, who provide a variety of health services embracing change with a commitment to continual improvement in the delivery of health promotion services.

**The Health Assessment Team:** FTPG Health Assessment Team delivers first class Corporate and Executive Health Assessments. The team includes various allied health professionals who have specific experience in corporate health, nutrition and weight management, with a particular focus on Exercise Physiologists who provide expert knowledge in the field of exercise prescription, testing, and health management. Our attention to detail allows our staff to make all people feel welcome; *putting people first*.

The major advantage of how we conduct our “Achieving Health Assessments” is through the convenience of on-site assessing with minimal disruption to the workers day.

**The Workplace Health Team:** The Workplace Health Team oversees and runs our corporate and executive programs. The account managers are qualified health professionals and are experienced in service delivery of health based initiatives. This is critical in the organisation and management of corporate health programs and ensures that the maximum benefits are achieved from each program.

In addition the Workplace Health Team employs a variety of contractors such as group exercise instructors, massage therapists, personal trainers, doctors and podiatrists. Each team member is required to meet stringent criteria including qualifications, first aid certificates and insurance to work for FTPG. A quality educational program ensures that all delivery of service is maintained at a benchmark standard.

**The Exercise Physiology Team:** Our Exercise Physiology Team oversees the quality of exercise and physical activity information supplied across all business units as well as running our weight management and private practice clients. Currently the Exercise Physiology team are Post Graduate and Under Graduate trained Exercise Physiologists, which means they not only have experience with exercise prescription and weight management information, but are also qualified to provide musculoskeletal rehabilitation services in line with the Victorian WorkCover Authority.

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## Work Related Injury

Our exercise physiology team can provide outstanding results for clients who have suffered an **injury at work**, working either autonomously or hand in hand with treating chiropractors, physiotherapists and medical practitioners. At FTPG we have a passion for health promotion and fostering client education to establish swift and safe exercise programs through a systemic approach to early intervention and **Musculoskeletal Rehabilitation**. This approach results in appropriate **Return to Work** outcomes for all key stake holders and the injured worker.



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## Corporate Health Assessments General Overview

**Health Essentials** - A 20 minute “snapshot” health assessment that includes review of crucial heart disease risk factors such as Total Cholesterol, Blood Glucose, Blood Pressure, Body Composition and Heart Rate. All participants receive feedback on their results, and a personalised take home assessment booklet. Included in the booklet are strategies on how to improve lifestyle behaviours that may be unknowingly impacting on the workers health. Cost

**Health Plus** – A 20 minute “snapshot” health assessment that includes review of crucial heart disease risk factors such as Total Cholesterol, Blood Glucose, Blood Pressure, Waist Measurement and Body Mass Index (BMI). Additionally, the qualified health assessor will provide an overview of a range of lifestyle areas. All participants receive feedback on their results, and a personalised take home assessment booklet.

**Health Advantage** – A 30 minute “snapshot” health check that includes review of crucial heart disease risk factors such as Total Cholesterol, Blood Glucose, Blood Pressure, Waist Measurement, Body Mass Index (BMI), Back Care, Vision and Lung Function. Additionally, the qualified health assessor will provide an overview of a range of lifestyle areas. All participants receive feedback on their results, and a personalised take home assessment booklet.  
per assessment.

**Executive Health Check Plus** – This comprehensive 45 – 60 minute on site employee health check incorporates a range of tests, including Lipid Profile, Blood Glucose, Vision, Lung Function, Flexibility, Abdominal Strength, Blood Pressure, Back Care and much more. This all-inclusive health check assists in detecting future health issues which may impact upon the individual, including a Sub-Maximal Symptom Limited, Graded Exercise Test ( $VO_2^{peak}$ ). All participants receive feedback on their results, comparisons to healthy aged predicted peers, and a personalised take home assessment booklet.



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## Evidence Supporting the Efficacy of Corporate Health Promotion, Health Assessments & Management

The “**On Track**” project has found that the risk identification process, education and provision of referral pathways, has some influence in encouraging people to address their cardiovascular disease risk factors.

### Result's from a Workplace Screening Session

- 85% felt Screening provided them greater awareness of their health & risks for heart disease
- 64% indicated that they more aware of their health
- 42% indicated that they more aware of their lifestyle
- 50% indicated that they more aware of their exercise levels
- 64% indicated that they more aware of their eating habits
- 28% indicated that they more aware of their stress levels
- 28% have used their personal Health Record Card Since their last screening
- 28% have noticed an improvement in feeling better about their general health
- 14% received a referral for Blood Pressure
- 7% received a referral for Cholesterol
- 7% indicated that they had given up or reduced smoking
- 50% indicated that they had given up or reduced their fat intake
- 28% indicated that they had given up or reduced their fast food intake
- 64% indicated that the program had an impact on their General Health
- 35% indicated that the program had an impact on their Workplace Health
- 21% indicated that the program had an impact on their Family
- 14% indicated that the program had an impact on their Partner
- 64% indicated that the program had an impact on their approach to their health
- 14% indicated that the program had an impact on their approach to their GP

These findings suggest people are, commonly, unaware of their risk factors for heart disease and stroke. Symptoms, such as chest pain, do not always encourage men to seek General Practitioner (GP) help. The screening programs educate men and women to recognise early symptoms and to act. Without such health education, men especially, are not (in many cases), likely to seek medical attention for a mere chest pain.

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## Returns on Investment

Evidence based data has been mounting for many decades regarding the economic benefits which accompany Corporate Health Promotion Programs. As the general health of employees and thus society continues to decline over time, the potential benefits resulting from health related interventions for companies continues to escalate.

Poor health, both physical and mental, can be very costly to organisations through the impact on illness, absence, productivity, attraction, retention, industrial accidents and WorkCover claims.

A health promotion program which is designed and implemented well, can deliver benefits which exceed the program costs by a factor of 3-5 for every dollar spent on health and wellness programs. For instance, recent data from Australia and around the world indicates.

- Poor mental health increases absenteeism by 50% (Serxner et. al., JOEM, 43(4), 2001)
- Back/neck pain will increase absenteeism by 40%
- For every health risk an employee has, productivity drops by an average of 2.4% (Burton et. al. 2005)
- Medical costs of those with 6 or more risk factors are eight times higher than those with none (Chapman, L. Summex Corporation, 2002)
- Workers Compensation costs for high risk employees are 12 times greater than those of low risk employees (Musich et. al. JOEM, June 2001, 534-541)
- Australian employees in the lowest health category exhibit 15 times greater absence (18 days per annum) than those in higher health categories (102 days per annum). (Medibank Private, 2005)
- Unhealthy workers average just 49 productive hours of work per month compared to 143 hour per month for the healthy ones (Medibank Private, 2005)
- Four years after an arthritis self management program was initiated, 5 Californian Counties estimated pain declined 20% and physician visits decreased 40%.
- Fitness and health promotion programs are associated with reducing costly employee absenteeism. Fitter, healthier, more motivated workers spend a greater number of productive hours on the job each year; bringing significant economic benefits to the companies they serve.
- In a 9-month analysis of decision making capabilities, exercisers showed a distinct advantage- 70% greater performance - over non-exercisers.
- Johnson & Johnson's LIVE FOR LIFE wellness programs delivered a 30% return on investment during a 12-year study.

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Both exercise and health education increases the benefits obtained through the components of a health and wellness lifestyle improvement program.

## **Coles in Melbourne:**

90% of participants reported increased morale and enthusiasm  
75% of employees had reduced blood pressure

## **Westpac:**

83% reported better ability to cope with stress  
29% reduction in absenteeism  
75% of participants reported increased work performance

## **Makay Electrical Board:**

77% reduction in lost days    336 down to 76

## **Western Australian Department of Education:**

95% of participants reported having more energy  
60% of participants reported having improved physical appearance

***For every dollar spent on a health assessment and wellness education program it can be estimated by other companies committed approach that you may get returns similar too:***

Citibank- \$6.70 returns for every dollar spent

Sentara Health System- \$6.60 returns for every dollar spent

Pacific Bell-\$2.20 to \$3.00 with an annual saving of 5 million dollars

Union Pacific Railroad- annual saving of 2 million dollars

Major benefit to employees is having the opportunity to make a regular commitment to physical activity, exercise thus improving their health and quality of life.

FTPG is a leading provider of corporate and community health based services. We understand the drivers and burden of illness, absence and lost productivity. We work with our clients to develop evidence based strategies that have demonstrable benefits, including healthier, happier, more productive employees.



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*Given the overwhelming data on the benefits of occupational health and wellness programs it seems prudent to expose and educate workers about their health. Organisations which fail to recognise and address such issues are carrying a huge, but somewhat unnecessary, financial burden.*

## Summarised Employee Benefits of a Comprehensive Health & Wellness Program

1. Health Benefits
2. Economic Benefits
3. Improved Work Environment/Morale
4. Regular Commitment to Physical Activity and Exercise
5. Increased employee management relations
6. Reduction in cardiac risk factors and decreased likelihood of future health problems
7. Improvement in employee's sense of well-being and perception of own productivity

## Summarised Employer Benefits

1. Reduced absenteeism
2. Lower incidence of accidents
3. Low rate of employee turnover
4. Recruitment of premium employees with favourable attitudes toward fitness and health.
5. Reduced employee turnover
6. Increased management employee relations
7. Reduced health care costs
8. Improved productivity
9. Intangibles: company image, employee loyalty.
10. Help address and minimise priority injuries in the workplace.

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## Health Promotion & Education Seminars Overview

### Spinal Care -

At least 80% of Australians will suffer from back pain at some point in their lives. LBP accounts for over 30 percent of all workplace injury costs. This seminar covers all you need to know about postural maintenance, lifting, strength and flexibility, injury prevention & management.

### Diabetes -

As Australia's fastest growing epidemic and around 520 000 people who are unaware they have diabetes. It is important that we understand what Diabetes is. This seminar discusses the types of diabetes, management of diabetes and most importantly - prevention of diabetes. Learn the signs and symptoms, and how to manage diabetes through your diet including fat, carbohydrate, protein and alcohol. Also covered is the potential harm it may cause when mismanaged or left undiagnosed.

### Physical Activity-

Addresses the difference between physical activity and exercise and how it has a positive benefit on your health. This seminar discusses the benefits of formal versus incidental exercise, offers practical advice on exercise program details and fitting exercise and physical activity into your day. Provides you with a series of foundation exercises or activities that can be performed anywhere any time at no cost to you.

### Stress -

Everyone has stress in their lives – whether it is work, family or other forms or stress how you handle stress is the difference. Discover how stress affects your body and why it is a major risk factor for heart disease and cancer. A current trend in the Australian workforce is the rise in work related stress in which early intervention can play a critical role in addressing stress and the stressors, as well as the associated costs (i.e. decreased absenteeism, increased WorkCover premiums, loss of productivity etc). This seminar helps identify the causes of stress and discusses strategies to effectively manage this stress.

### Heart Health -

Heart disease is the number one killer of Australians and the western world. This seminar takes an in-depth look at managing the risk factors associated with heart disease including cholesterol, blood pressure, diabetes, physical activity, body weight, smoking and stress. How to manage these areas are discussed.

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## Health Expo's

Health Expos are the ideal way to engage and promote health, wellness, and safety amongst your staff, while encouraging interactivity.

Conducted on-site at your workplace, our Health Expos will act as an integral part of your organisations employee health and wellness strategy, supplementing staff health assessments, reinforcing healthy behaviours or simply as a fantastic annual occasion for staff.

With numerous health related stalls to choose from, FTPG will cater for the specific needs of your workplace. Our experienced and professional staff will ensure every aspect of your event is a gleaming success.

## Benefits of Functional Based Physical Activity & Exercise

1. Increased Physical Work Capacity (*ability to perform whilst at work*).
2. Reduced stress and anxiety.
3. Reduced depression.
4. Increased fatigue threshold.
5. Decreased blood pressure.
6. Decreased cholesterol levels.
7. Improve or maintain bone integrity.
8. Increased joint range of motion and flexibility.
9. Improved sense of well-being.
10. Improved muscle strength.
11. Improved glucose regulation (*extremely favourable for diabetics*).
12. Improved sleep patterns.

*We look forward to discussing our program/s with you. Please do not hesitate to contact me if you have any further queries.*

Kindest Regards

**Matthew Fittolani**

*Grad Dip Exercise for Rehabilitation.*

*B.App.Sci Human Movement Science (Physical Education & Health Promotion).*

*AEP – AMS – MAAESS*

tel: **1300 20 20 27**

eMail: [info@ftpghealth.com.au](mailto:info@ftpghealth.com.au)

eMail: [functional.training@bigpond.com](mailto:functional.training@bigpond.com)

web: [www.ftpghealth.com.au](http://www.ftpghealth.com.au)